

# “Trumping” Group Work.



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## Policy Rationale:

- To combat “**Free Rider**” issues common in group work.
- To enable students to realize that professionally you’re:  
“**Always on Display.**”
- To promote **personal responsibility** and **accountability**.



## The “Firing” Process—Typical Root Causes:

- **Chronic absences, esp. during in-class workshops.**
- **Failure to complete “team contract” obligations.**
- **Underwhelming performance during team tasks.**





## Instructorial Interventions:

- **Approving/rejecting** firing requests.
- **Proactively initiating** a firing, if necessary.
- **Communications** with terminated student.



## Implementation Essentials:

- **Clear Policy Statement** re: possibilities & consequences.
- **Classroom Discussions** and periodic reminders.
- *Pedagogical Tips:*
  - **Defer** group work until **later in the semester**.
  - Place students into “**even-numbered**” groups.



## Experience to Date:

- **1 in 8 groups** tend to institute a firing.
- **Remorse is common** in groups that “forgive too much.”
- **Some initial firings** are **retracted**/lost members reclaimed.



**KEEP  
CALM  
AND  
WAIT FOR  
THE RESULTS**



## Common Student Feedback:

- Overwhelmingly positive student evaluations.\*
- “...best group experience **ever**...”
- “...would **happily** work with this team again...”
- “...**didn't want to be fired**...” cited as partial motivation.
- Not always panacea: “...a nightmare...[featuring] passive-aggressive teammates...”

Thank you.

- If time permits, any questions...